

General Decision Number: CO100011 02/11/2011 CO11

Superseded General Decision Number: CO20080011

State: Colorado

Construction Type: Building

Counties: Alamosa, Archuleta, Baca, Bent, Chaffee, Cheyenne, Clear Creek, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Elbert, Fremont, Garfield, Gilpin, Grand, Gunnison, Hinsdale, Huerfano, Jackson, Kiowa, Kit Carson, La Plata, Lake, Las Animas, Lincoln, Logan, Mineral, Moffat, Montezuma, Montrose, Morgan, Otero, Ouray, Park, Phillips, Pitkin, Prowers, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel, Sedgwick, Summit, Teller, Washington and Yuma Counties in Colorado.

BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Modification Number	Publication Date
0	03/12/2010
1	05/21/2010
2	06/04/2010
3	07/02/2010
4	07/09/2010
5	07/16/2010
6	08/06/2010
7	08/13/2010
8	08/20/2010
9	09/03/2010
10	09/24/2010
11	10/08/2010
12	01/21/2011
13	01/28/2011
14	02/11/2011

\* ASBE0028-004 07/01/2010

ALL COUNTIES EXCEPT ARCHULETA, CONEJOS, COSTILLA, LA PLATA AND MONTEZUMA

	Rates	Fringes
Asbestos Workers/Insulator (Includes application of all insulating materials, protective coverings, coatings and finishings to all types of mechanical systems.....	\$ 30.23	11.53

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ASBE0076-002 01/01/2009

ARCHULETA, CONEJOS, COSTILLA, LA PLATA AND MONTEZUMA

	Rates	Fringes
Asbestos Workers/Insulator (Includes application of all insulating materials, protective coverings, coatings and finishes to all types of mechanical systems).....	\$ 27.35	10.43

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BRCO0007-003 05/01/2010

ALAMOSA, ARCHULETA, BACA, BENT, CHAFFEE, CHEYENNE, CONEJOS,  
COSTILLA, CROWLEY, CUSTER, DOLORES, ELBERT, FREMONT, HINSDALE,  
HUERFANO, KIOWA, KIT CARSON, LA PLATA, LAS ANIMAS, LINCOLN,  
MINERAL, MONTEZUMA, PARK, PROWERS, SAGUACHE, SAN JUAN & TELLER  
COUNTIES

	Rates	Fringes
BRICKLAYER.....	\$ 22.32	8.09

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BRCO0007-009 01/01/2010

DELTA, GARFIELD, GRAND, GUNNISON, JACKSON, LAKE, LOGAN, MOFFAT,  
MONTROSE, MORGAN, OTERO, OURAY, PHILLIPS, RIO BLANCO, RIO  
GRANDE, SAN MIGUEL, SEDGWICK, WASHINGTON & YUMA COUNTIES

	Rates	Fringes
BRICKLAYER.....	\$ 22.48	9.54

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BRCO0007-010 01/01/2010

CLEAR CREEK, EAGLE, GILPIN, PITKIN, ROUTT & SUMMIT COUNTIES

	Rates	Fringes
BRICKLAYER.....	\$ 22.48	9.54

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CARP9901-006 05/01/2009

Baca, Bent, Chaffee, Cheyenne, Clear Creek, Crowley, Custer,  
Delta, Eagle, Elbert, Fremont, Garfield, Gilpin, Grand,  
Gunnison, Huerfano, Jackson, Kiowa, Kit Carson, Lake, Las  
Animas, Lincoln, Logan, Moffat, Montrose, Morgan, Otero, Ouray,  
Park, Phillips, Pitkin, Prowers, Rio Blanco, Routt, Saguache,  
Sedgwick, Summit, Teller, Washington and Yuma Counties, Colorado

	Rates	Fringes
Carpenters: Formbuilding/Formsetting, Drywall Hanging/Framing and Metal Stud Work.....	\$ 26.60	8.89

CARP9901-007 05/01/2009

Alamosa, Archuleta, Conejos, Costilla, Dolores, Hinsdale, La Plata, Mineral, Montezuma, Rio Grande, San Juan and San Miguel Counties, Colorado

	Rates	Fringes
CARPENTER		
Formbuilding/Formsetting,		
Drywall Hanging/Framing		
and Metal Stud Work.....	\$ 23.05	7.60

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ELEC0012-001 06/01/2009

ALAMOSA, ARCHULETA, BACA, BENT, CHAFFEE, CONEJOS, COSTILLA, CROWLEY, CUSTER, FREMONT, HUERFANO, KIOWA, LAS ANIMAS, MINERAL, OTERO, PROWERS, RIO GRANDE AND SAGUACHE COUNTIES

	Rates	Fringes
Electricians:		
Electrical work \$150,000		
or less.....	\$ 22.85	10.79
Electrical work over		
\$150,000.....	\$ 27.00	10.91
(Including low voltage wiring and installation of fire alarms, telephones, computers and temperature controls)		

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ELEC0068-007 06/01/2010

CLEAR CREEK, EAGLE, GILPIN, GRAND, JACKSON, LAKE, LOGAN, MORGAN, PHILLIPS, SEDGWICK, SUMMIT, WASHINGTON AND YUMA COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 31.60	12.32
(Including low voltage wiring and installation of fire alarms, telephones, computers and temperature controls)		

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ELEC0113-003 06/01/2009

CHEYENNE, ELBERT, KIT CARSON, LINCOLN, PARK AND TELLER COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 28.80	3%+13.10
(Including low voltage wiring and installation of fire alarms, telephones, computers and temperature controls)		

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ELEC0969-001 06/01/2009

DELORES, GARFIELD, GUNNISON, HINSDALE, LA PLATA, MOFFAT, MONTEZUMA, OURAY, PITKIN, RIO BLANCO, ROUTT, SAN JUAN AND SAN MIGUEL COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 28.00	9.24
(Including low voltage wiring and installation of fire alarms, telephones, computers and temperature controls)		

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ELEC0969-009 06/01/2009

DELTA AND MONTROSE COUNTIES

	Rates	Fringes
ELECTRICIAN.....	\$ 21.31	8.92
(Including low voltage wiring and installation of fire alarms, telephones, computers and temperature controls)		

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ELEV0025-002 01/01/2011

	Rates	Fringes
Elevator Constructor.....	\$ 38.19	21.99

FOOTNOTE:

- a. Employer contributes 8% of basic hourly rate for over 5 years' service and 6% basic hourly rate for 6 months' to 5 years' service as Vacation Pay Credit.

PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; Friday after Thanksgiving Day; and Christmas Day.

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IRON0024-002 11/01/2009

	Rates	Fringes
Ironworker, reinforcing and structural.....	\$ 24.80	9.91

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LABO0720-003 05/01/2009

	Rates	Fringes
Laborers:		
Concrete/Mason Tenders.....	\$ 16.52	6.84

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PAIN0930-001 07/01/2009

	Rates	Fringes
GLAZIER.....	\$ 27.95	7.10

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PLAS0577-001 05/01/2010

	Rates	Fringes
Cement Mason/Concrete Finisher...	\$ 24.60	10.10

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PLUM0003-006 01/01/2011

CLEAR CREEK, GILPIN, GRAND, JACKSON, LAKE, LOGAN, MORGAN, PHILLIPS, SEDGWICK, SUMMIT, WASHINGTON, AND YUMA. PARTS OF ELBERT, EAGLE, KIT CARSON, LINCOLN, AND PARK COUNTIES

	Rates	Fringes
PLUMBER.....	\$ 32.69	11.03
(Including HVAC work)		

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PLUM0058-009 01/01/2011

ALAMOSA, BACA, BENT, CHAFFEE, CHEYENNE, CONEJOS, COSTILLA, CROWLEY, CUSTER, ELBERT (Southern portion including the towns of Elbert, Matherson and Silma), FREMONT, HUERFANO, KIOWA, KIT CARSON (Including towns of Dfalgler, Seibert, Vona, Stratton and Bethune), LAS ANIMAS, LINCOLN (Including towns of Geona and Arriba in the southern portion of the county), MINERAL, OTERO, PARK (Including towns of Fauplay, Hartsel and Lake George), PROWERS, RIO GRANDE, AND SAGUACHE COUNTIES

	Rates	Fringes
PLUMBER/PIPEFITTER		
(Plumbers include HVAC work)		
(Pipefitters exclude HVAC work).....	\$ 28.05	12.45

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PLUM0058-012 01/01/2011

TELLER COUNTY

	Rates	Fringes
PLUMBER/PIPEFITTER		
Plumbers Include HVAC Work		
Pipefitters Exclude HVAC		
Work.....	\$ 28.05	12.45

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PLUM0145-001 07/01/2010

ARCHULETA, DELTA, DOLORES, EAGLE (Eagle County is divided from where Pitkin and Lake Counties join on the north, and in a straight line to and including the town of Edwards and northerly to the south east corner of Routt County), GARFIELD, GUNNISON, HINSDALE, LA PLATA, MOFFAT, MONTEZUMA, MONTROSE, OURAY, PITKIN, RIO BLANCO, ROUTT, SAN JUAN AND SAN MIGUEL COUNTIES

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 24.65	9.70
PLUMBERS (Including HVAC work) AND PIPEFITTERS (Excluding HVAC work)		

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PLUM0208-005 01/01/2011

CLEAR CREEK, GILPIN, GRAND, JACKSON, LAKE, LOGAN, MORGAN, PHILLIPS, SEDGWICK, SUMMIT, WASHINGTON, YUMA. PARTS OF ELBERT, EAGLE, KIT CARSON, LINCOLN, AND PARK COUNTIES

	Rates	Fringes
PIPEFITTER.....	\$ 32.61	11.21
(Excluding HVAC work)		

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ROOF0058-001 05/01/2010

	Rates	Fringes
ROOFER, Including Built Up, Composition and Single Ply Roofs.....	\$ 20.83	5.43

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SHEE0009-001 01/01/2011

	Rates	Fringes
Sheet metal worker (Includes HVAC duct and installation of HVAC systems).....	\$ 31.66	10.98

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SUCO2001-008 12/20/2001

	Rates	Fringes
Carpenters:		
Acoustical.....	\$ 15.69	3.15
All other Work.....	\$ 15.94	3.41
Drywall Finisher/Taper.....	\$ 14.44	2.19
Laborer, common.....	\$ 9.75	

PAINTER.....\$ 15.19  
(Excluding drywall finishing/taping) Brush, Roller, Spray

Power equipment operators:.....\$ 13.41  
Backhoe

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

END OF GENERAL DECISION

WD 05-2083 (Rev.-10) was first posted on www.wdol.gov on 06/22/2010

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Shirley F. Ebbesen	Division of		Wage Determination No.: 2005-2083
Director	Wage Determinations		Revision No.: 10
			Date Of Revision: 06/15/2010

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23000 - Mechanics and Maintenance And Repair Occupations		
23965 - Well Driller		19.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541.

Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.



**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves.

This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.